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83-1411

17 May 1983

MEMORANDUM FOR: Director of Personnel

FROM :   
C/HRPS

SUBJECT : FTP Ceiling DDS&T

REFERENCE : Memo From DDS&T to COMP dated  
25 April 1983, Subject: FTE.

1. The points raised in Mr. Hineman's referenced memorandum are essentially valid, and are in agreement with several recent modeling efforts OP provided to the DDS&T, in accordance with their specifications. However, one point that the referenced memorandum does not mention is that current DDS&T difficulties in EODing applicants are also directly attributable to intentional DDS&T management actions. In addition, there is no realistic alternative for providing the DDS&T with FTP relief without taking it away from another over extended Directorate.

2. As is generally known, the Agency is facing a severe problem in FTP overrun this year due to entering the fiscal year significantly over strength. In addition, an inordinately high level of applicants were EOD'ed during the initial months of FY 1983. A review of the DDS&T manpower profile shows that they contributed to this problem by entering FY 1983 with  employees more than their authorized FY 1982 position levels. In addition, they EOD'ed  applicants in the first four bi-weekly periods. The additional 132 FTP the Agency was subsequently allocated was designed to provide just enough additional FTP ceiling to cover the projected overage. The DDS&T, meanwhile, clearly embarked upon a program of total manpower gains that was designed to gradually bring them up to strength within FTP ceilings.

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25X1 3. What has not been brought out to date, is that the current severe constraints on DDS&T applicant hiring levels are directly traceable to a change in DDS&T personnel management policies. The rate of FY 1983 manpower gains through transfers from other Directorates has skyrocketed to a level representing [redacted] of FY 1982's rate. The DDS&T current loss rate roughly equates to that of FY 1982, so their difficulty in EODing applicants is directly attributable to their large manpower gains through transfers. Although the DDS&T has followed a plan of manpower gains through transfers and EOD's that was designed to get them to their authorized strength level within initial FTP constraints, they have not changed their approach since their strength and FTP reductions. If they wish to maintain higher EOD levels, they will have to reduce their manpower gains through transfers. Without such a change in the rate of DDS&T manpower gains, they will need an additional FTP allocation to keep from finishing FY 1983 severely under strength.

4. Unfortunately, FTP cannot be provided to the DDS&T without taking it from another Directorate. The Directorate that has had constant FTP overrun problems is the DDO. However, the most recent model shows that a total elimination of all DDO EOD's for the rest of the year will only generate about 10 FTP for reallocation. It would also totally eliminate a July Career Trainee class. In short, current modeling shows only about 2.5 DDI FTP available for reallocation within all Directorates. As the attached model demonstrates, unless the DDS&T reduces its rate of manpower gains through transfers they will need 9.5 FTP to maintain a reasonable EOD pattern.

5. In conclusion, possible solutions to the stated DDS&T problem of insufficient EOD levels would seem to include:

- a. A reduction of transfers to DDS&T.
- b. Postponement of EODs until late FY 1983 or early FY 1984.
- c. Reallocating 9.5 FTP from other Directorates to the DDS&T.

Of these alternatives, reducing transfers would seem most realistic - with the added caveat that any available FTP (such as the 2.5 out of the DDI) would be made available to DDS&T as it might develop.



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Attachments:

- A - DDS&T Strength/FTE Projection
- B - DDS&T Strength/FTE Projection with increased EOD levels

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Original & 1 - Addressee  
1 - DD/PA&E  
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OP/HRP:  (18May1983)

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25 APR 1983

DDS&amp;T 333-83

MEMORANDUM FOR: Comptroller

FROM: R. E. Hineman  
Deputy Director for Science and Technology

SUBJECT: Full Time Equivalency

*Danny*

1. In our last telephone conversation you stated that the Directorate had ample FTP and therefore could absorb a cut of 26 FTE. This is not correct because it ignores the reality of the EOD process. However, before detailing the problem this assumption creates, I want to return to the issue of our discussions at the last Comptroller's meeting. I must reiterate that it is not my recollection, nor that of several other principals that attended, that we agreed on anything other than personnel ceilings, specifically that I would remain 23 under my Directorate's ceiling. Any discussion of FTE was of a general nature, and not even tied to the 23 I had agreed to remain under. In fact, if FTE was tied to the 23 personnel, then it would have represented a corresponding reduction of only two FTE in the last month or at most 11-12 FTE over the last half of the year. There is obviously no correlation between the personnel underage I agreed to absorb and the cut of 26 FTE you have imposed.

2. As I outlined in my previous memo, a reduction of 26 FTE would seriously impact our ability to bring on fully cleared applicants, many of whom have already been given an EOD date. I realize the projected EOD schedule prepared by the Office of Personnel makes it appear that we have flexibility in this area. However, we have ☐ EODs scheduled, together with another ☐ fully cleared, and in the next two pay periods scheduled EODs will exceed the OP projection. We estimate conservatively that of other personnel currently in process, we will have another ☐ ready to EOD before the end of the fiscal year. In addition, I must mention that inter-Directorate transfers and mandatory conversions back to active duty from LWOP will add to these numbers.

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25X1 3. Further, the projected net loss statistics used, on which even these EOD numbers are based, appear overly optimistic. For example, for the 12 remaining pay periods, 15-26, we are supposed to have a net loss of [ ] although for the proceeding 14 pay periods we had only an actual net loss of [ ] In effect, the projections show a net loss rate at double the rate we have actually incurred and, as such, permits the use, on paper, of higher EOD figures for the rest of the year. This tends to give an impression of much greater EOD/FTE flexibility than realistically we can expect. As you can appreciate, even small changes in the estimates can have a large impact on the outcome when dealing with FTE. For example, if the Directorate starts May at a strength [ ] versus that projected, it compresses our EOD rate until the last pay period when the model shows we could EOD [ ] personnel.

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4. In the above discussion I have focused on the impact of the EOD process that a cut of 26 FTE would have. For these reasons, I again ask that you amend your guidance to us.

[ ]

R. E. Hineman

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C/AG

26 APR 1983

MEMORANDUM FOR: Deputy Director for Science and Technology

FROM: Daniel A. Childs, Jr.  
Comptroller

SUBJECT: FY 1983 FTE Ceiling

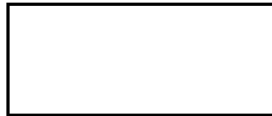
REFERENCE: DDS&T Memorandum to Comptroller, 15 April 1983, Same  
Subject (DDS&T 314-83)

*EDM: -*

1. As we discussed earlier, I am sensitive to the concerns raised in your memorandum about the implications of the recent full time equivalent (FTE) ceiling allocations. Unfortunately, however, I have no flexibility in altering these allocations at the present time. As you know, the DDCI has mandated that the Agency live within both its year-end position ceiling and currently approved FTE ceiling. This situation is complicated by the expansion of the DDO career trainee recruitment effort which can only be accommodated at the expense of the other directorates.

2. The revised FTE allocations were based on Office of Personnel projections which assumed among other things that accessions for each directorate for the remainder of the fiscal year would be at an even rate. Under this assumption, and considering the FTE used through 2 April 1983, the revised FTE allocation for the DDS&T should be adequate to meet your needs. We recognize, however, that the current pipeline situation and the competitive market you face for officers with critical technical and scientific skills may cause your directorate some unique problems.

3. We will continue to monitor the FTE situation, and if significant problems are encountered, will attempt to make further adjustments later in the year.

  
Daniel A. Childs, Jr.

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COMPT 83-382

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DDS&T 314-83  
15 April 1983

MEMORANDUM FOR: Comptroller

FROM: R. E. Hineman  
Deputy Director for Science and  
Technology

SUBJECT: Full-Time Equivalency

1. At the last Comptroller meeting, I had agreed to accept a reduction in use of the Directorate strength by 23 positions. Your recent memorandum dated 12 April 1983 indicates that this Directorate has also been cut 26 FTE. I cannot agree with this reduction because of the severe impact it would have on the conduct of sensitive operations, including my responsibility for National programs.

2. I have managed the Directorate's resources to permit orderly and proper personnel growth that permits my offices to bring on critically needed personnel with special or technical job skills throughout the year. This arbitrary cut in FTP severely damages my entire recruiting effort this year because it will force an almost complete shut down in the EOD process. Talented candidates currently in process with estimated EOD dates cannot be told to wait an additional four to six months without our losing them completely. For example, NPIC has already delayed the EOD of a group of new imagery analysts until the last week in July at which time they would begin their initial three-month analyst training. In similar fashion, OD&E and FBIS, who find it difficult now to find skilled technical and linguistic personnel, would be forced to defer qualified personnel from joining their programs.

3. Although the Directorate 2 April FTE report showed us running 54 FTP under our authorized ceiling, our projected on-duty strength for 30 April projects us to be only 83 personnel under our revised authorized strength. Further, starting in May we have 38 personnel scheduled for EOD with another 24 fully cleared and waiting for an EOD date. I cannot sustain a cut in FTE of this magnitude at this time, and I request that you cancel your recent guidance on this subject.

[Redacted Signature Box]

COMPT  
RECORD COPY

for R. E. Hineman

*Danny: I have signed this for Evan at his direction. This memo has been read to him over the telephone; he is in complete agreement. He memo expresses his position and thoughts on this matter. JAF*